

California State Employee Workplace Wellness Pilot New Partnership, New Approach, New Direction

February 19, 2014

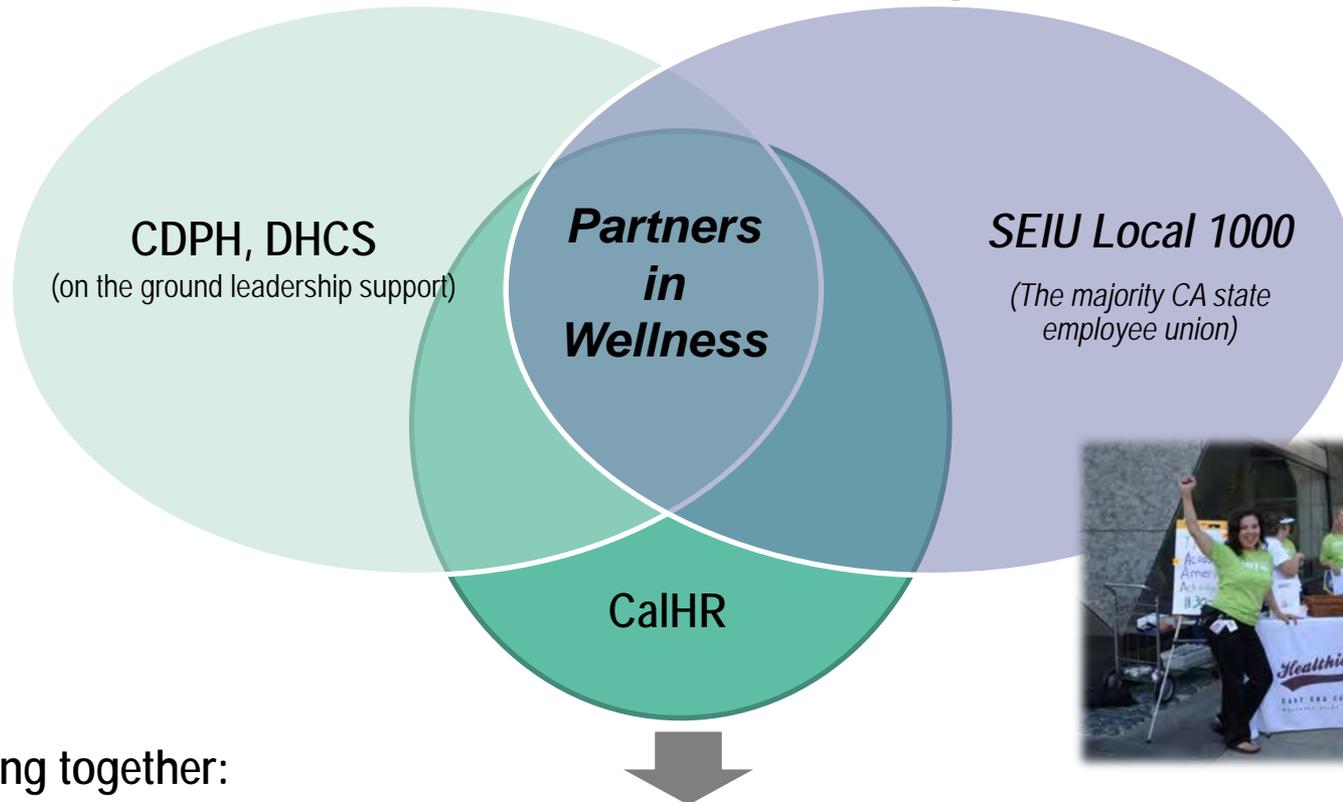


A Unique Approach

Vision: To create a model wellness program designed by state employees for state employees that creates and sustains a worksite culture of health.

- Key elements:
 - Engage East End Complex workers and management in jointly developing and implementing a sustainable workforce health program that focuses on healthy eating, physical activity and stress management
 - SEIU Local 1000 plays a leadership role in program design and implementation
 - Actively solicit and incorporate employee feedback
 - Seek to understand, document, and address environmental and policy barriers
 - Build on existing workplace programs
 - Collaborative Labor-Management Partnership
 - Identify the effect of the program on health outcomes and chronic disease through a comprehensive evaluation

A Unique Partnership with Management and Labor



Working together:

- To provide resources and visible leadership support for wellness in the East End Complex
- To support employee leaders, increase all around employee participation, and assure diversity in employee leaders and participants
- To identify and resolve structural and policy barriers in the workplace and promote a culture that supports a comprehensive vision of wellness

Other Strategic Partners

Program Consultation, Funding and Implementation

- Kaiser Permanente

Strategic Collaborators:

Working to insure resources are available, best practices are shared, and key partners are involved.

- CalPERS
- Controller's Office
- Treasurer's Office
- Sierra Health Foundation

Project Funders and Advisors:

- The California Endowment
- The California Wellness Foundation
- The Sierra Health Foundation
- The California Health Care Foundation
- UC Berkeley Labor Center



Healthier U Milestones

- **Apr. – Dec. 2012 Planning & Committee Selection**
 - » CDPH/EEC site selected (April)
 - » DHCS/EEC joined pilot (August)
 - » Selection of Design and Engagement Team (November)
- **Jan. – Mar. 2013 Assessment & Design**
 - » Review work of “Step Up” and Worksite Wellness Committee (January)
 - » HERO Scorecard assessment (January)
 - » Employee Interest Survey/Joint effort with WWC (February)
 - » CalHR full time limited term staff hired for project (March)
- **Apr. – Dec. 2013 Implementation**
 - Wellness screenings and Total Health Assessment (May/June)
 - Labor/Management team plans, finalizes & approves 2 year plan (June)
 - Directors Breakfast (July/Aug)
 - Sierra Health Foundation hired full time staff for project (August)
 - Booster recruitment & training launched (July- October)
 - Thrive Across America launch (September-Nov.)
 - Booster small interventions
 - Sneaker Fridays



Wellness Interest Survey

Collaborative effort with Joint Worksite Wellness Committee – February 2013

Of the 3,800 eligible employees, 45% responded:

- 90% of respondents have a high or medium commitment level for making healthy lifestyle changes
- 82% prefer to participate in wellness activities during lunch
- 69% state that they have not participated in wellness activities at the workplace
- 56% have never looked at the employee worksite wellness intranet webpage
- Respondents stated that they would participate in the following wellness activities:
 - 56% health screenings
 - 51% recess at work
 - 45% healthy cafeteria and vendor choices
 - 44% weekly locally grown fresh fruit and vegetable box to share or take home
 - 44% online lifestyle change programs
 - 42% worksite health and wellness fair

Onsite Screening Results



Participation:		2013
Total Eligible	3,800	
# people screened (events May – June 2013)		1,830
% employees screened		48%
Key Results		2013
Blood pressure:	% greater than 140/90	9%
Random glucose:	% undesirable (>200 or <50)	2%
Total Cholesterol:	% Borderline and High (200+)	35%
HDL Cholesterol	% Undesirable (<40)	18%
Body mass index (BMI):	% >25	63%

*Source: CalPERS-SEIU KP Aggregate Screening Report All Participants 2013.ppt.

Note:

- Aggregate count of people screened and reporting includes those that opted in or out of employer notification
- Percent of employees screened based on estimated employees CDPH = 1611, DHCS = 2190, Total 3801
- Employees screened include Kaiser and non-Kaiser members

Healthier U Wellness Screenings Motivation & Impact Survey Results

312 Total Respondents



Of the 312 respondents, 235 participated in screening events

- Top 3 reasons for participating
 - Interested in learning more about my health
 - Wanted to help my department win the competition
 - It was free “why not?”
- 19% of respondents were alerted to a health condition/concern of which they were not previously aware
- 33% Improved eating habits
- 26% Drinking more water
- 17% Started a regular exercise program
- 12% Followed up with clinician
- 16% Lost weight or started a weight loss program

Of the 312 respondents, 77 did not participate in screening events

- Top 3 reasons for not participating
 - Under doctor’s care and have the information I need
 - Have recent screening numbers from physician/care provider
 - Too difficult to get away from my desk

Manager/Supervisor Survey

Manager/Supervisors were surveyed regarding the impact of the screenings in their workplace*

- How much do you think the health screenings improved morale in the workplace?
 - 34.3% respondents stated that it improved morale by a "small improvement."
 - 32.7% who stated that it was a "midsize improvement."
- How disruptive were the health screenings to your unit's overall functioning?
 - 82.9% answered that it was "not at all disruptive."

* Survey completed by 344 respondents in August/September 2013

Healthier U Program Participation



Programs/Interventions	KP/HW Average	Goal Target/Stretch	Result
Employee Interest Survey	N/A	N/A	49%
Wellness Screenings	N/A	35%-50%	48%
Total Health Assessment (online)	3%	15% - 20%	17%
Healthy Lifestyle Programs (online)	1%	N/A	3%
Thrive Across America	18%	20% - 35%	32%
Healthier U Boosters*	N/A	20	20

Exceeded Target Goals for all programs to date

* Number of boosters limited to 20 for the first "class" of boosters serving October - January

2013 Successes



- Created effective team of line staff and managers working side by side to develop wellness program
- Exceeded baseline goals for all programs to date
- Actively engaged leadership
- Labor collaborated to promote programs
- Introduced friendly competitions that focus on supporting co-workers
- Fostering teams to provide support and facilitate innovation
- Progress in addressing environmental and policy barriers
- Seeing early indications of culture shift

Directors' Breakfast Recognition



Department leadership support was an important factor in the success of the wellness screenings. The Directors' visible involvement and encouragement contributed to the employees participating and feeling valued.

All division/center/offices with more than **50% employees** having completed the screenings won an invitation to a healthy breakfast with the Directors sponsored by Kaiser Permanente



Thrive Across America

- ✓ Team support
- ✓ Encourages consistency
- ✓ Boosts Morale

Achievements

- 32% Registered (1,267); 58% joined a team. 27% active participants (1,035)
- Over 2 million exercise minutes logged
- Active participants logged an average of 4 days a week of at least 30 minutes per day.
- Prior to Thrive 21% of participants reported being active less than 3 days a week; after TAA only 5% reported less than 3 days.
- Participants active for 5 days or more increased from 46% to 70%.
- 39% reported losing weight; 46% reported increased energy.



Healthier U



What's Ahead for 2014

Programs & Activities

- January - Recruit 20 additional boosters
- February – Stairwell Campaign
- Spring – Team Nutrition Competition
- Fall – Team Physical Activity Competition
- Winter – Wellness Screenings & Total Health Assessment
- Winter – Repeat HERO Scorecard & Employee Interest Survey



Sustainability Planning

- Addressing policy barriers
- Develop and implement sustainability strategy for East End Complex
- Develop expansion strategy to 3-4 new sites
- Begin qualitative evaluation-conducted by UC Berkeley Labor Center

Key to Success Moving Forward



- Build upon efforts to integrate movement and healthy eating into the workplace
- Expand and integrate Boosters' work as an integral part of creating sustained change over time
- Continue work to involve SEIU 1000 leadership and onsite-representatives in eliminating environmental barriers as well as program design and implementation

- Develop programs that use intrinsic rewards to build lasting change
- Continue to develop a communication strategy that involves images of employees and success stories
- Leverage existing wellness expertise and efforts to increase sustainability after the pilot
- Work with managers and supervisors to reinforce positive impact of a healthy workforce
- Explore opportunity to involve Risk Management and impact Worker's Compensation Costs



Lessons Learned



- Labor engagement from the beginning is key.
- Harnessing labor organizing and communications expertise critical to participation.
- Endorsement and promotion by departmental leadership motivates mid-level managers.
- Motivation through competition and peer support instead of financial incentives works.
- Dedicated wellness coordinator essential.
- Addressing policy barriers is key to permanent environmental change and convincing employees of their Department's commitment.

LACE UP FOR
SNEAKER FRIDAYS!



GET YOUR MOVE ON!

Healthier Us